

Work Party Drugs, Smoking, Alcohol, and Cannabis Policy

DRUGS POLICY

Illegal drugs will not be transported, stored on site or consumed during any Artaban event by anyone, at any time, whether camper, volunteer, or paid staff.

SMOKING POLICY

For the purpose of this policy, the term “smoking” includes, but is not limited to, the use of tobacco cigarettes, cigars, vape, vape pens, cannabis, Juul, etc.

- Smoking is Not Permitted inside any building at camp at any time
- All smoking materials must be disposed of in an approved container to reduce the risk of fire and to prevent littering and pollution of the water.
- Smoking by paid staff and volunteers will be permitted only in designated areas and at designated times.
- Staff caught smoking outside of the designated times and areas may be sent home at their own expense at the discretion of the Onsite Director. Staff in violation of this policy a second time will be sent home at their own expense without exception.
- Smoking by staff should not interfere with the provision of the camp program and fulfillment of the staff members’ duties. Staff found to be remiss in their duties as a result of their smoking may be relieved of their duties and sent home at their own expense
- If smoking by paid staff is interfering with their duties or takes place outside the time/place allowed (i.e. in view of the campers), then they will receive a letter of reprimand, with a copy being inserted into their personnel file. A second violation may result in suspension or termination.

ALCOHOL POLICY

Alcohol will not be consumed at camp by anyone under the age of 19 whether camper or staff.

- No alcohol will be consumed during the work day.
- If adults choose to drink in the evenings, it must in no way affect their ability to complete the work to be done the next day (e.g. sleeping in or being hungover)
- Work parties that occur in the summer camp season or during a rental will be governed by the policy for volunteers at the children's camp session (i.e. No alcohol will be transported, stored on site, or consumed on site.)
- Violation of this policy will result in a letter or reprimand from the Chair of Property Development Committee and, depending on the severity of the infraction, may result in a suspension of up to 1 year. The decision will be made by the Property Development Committee. A second violation will result in a 1 month suspension and the requirement to make a written agreement to abide by this policy.

CANNABIS POLICY

Cannabis products will not be smoked, vaped, or consumed at camp by anyone under the age of 19, whether camper or staff. Smoking/vaping will be subject to the smoking restrictions.

- No cannabis products will be consumed during the work day.
- If adults choose to consume cannabis products in the evenings it must in no way affect their ability to complete the work to be done (e.g. sleeping in or physically/mentally impaired the next day), and consumption will only occur in the designated area at the end of the wharf.
- Any consumption of cannabis products by work party members while rental groups are in camp will be discreet, at the discretion of the work party coordinator, and in accordance with Camp Artaban cannabis consumption regulations in terms of usages in designated areas.
- Work parties that occur in the summer camp season will be governed by the policy for volunteers at the children's camp session (i.e. No cannabis products will be transported, stored on site, or consumed on site.)
- Violation of this policy will result in a letter or reprimand from the Chair of Property Development Committee and depending on the severity of the infraction, may result in a suspension of up to 1 year. The decision will be made by the Property Development Committee. A second violation will result in a minimum 1 month suspension and the requirement to make a written agreement to abide by this policy.